

To: Dante Lauretta
Principal investigator, NASA Osiris-Rex, Asteroid Sample Return Mission
Regents Professor, Lunar and Planetary Laboratory, The University of Arizona
From: Paul Hagopian, Head of Bay Area Office, Fingerpaint
RE: Reference for Daniel Lappin
Date: July 5, 2022

Professor Lauretta,

During the hyper growth of our company, Splice Agency, a healthcare communication agency, prior to being acquired by Fingerpaint, a biopharma commercialization company, Daniel Lappin was an important part of our team.

From his correspondence, I understand that the work he did with us would be similar to the support he can offer to your team.

During an 18 month period Daniel supported our team as we grew from approximately 13 employees to 50 employees, moved our offices twice and tripled our office space. During that time:

- He was a valued sounding board for myself as we grew quickly.
- He facilitated team health and wellness, behavior change, performance and morale as we brought on new employees.
- In consultation with myself he personally administered a survey of all employees to understand and shape our team culture. He integrated the survey results and shaped it into a team building training, experience and culture building program during our annual meeting. This was an important step to unify our new team before another round of new clients came on board.

Daniel was always present, attentive, and insightful. He was always thinking in terms of the needs of the team, team performance, creativity and productivity.

Daniel blends a sharp analytical and creative mind with a sense of whole team integration and culture. As well, he is a sincere, caring, and generous person.

I recommend him as a valuable asset.

If you have any questions, please feel free to contact me directly at:

Regards,



Paul Hagopian